



# InTouch

September 2004

Volume Ten - Number Three

## Community Outreach at Department of Liquor Control



Montgomery County is unique among the 3,066 counties in the United States as the only county that controls and distributes alcoholic beverages to retailers, bars and restaurants. Thirty eight states regulate through licensure and the other 18 regulate by directly selling and distributing alcohol, making Montgomery County

one of only 19 "control" jurisdictions in the country.

The county's Department of Liquor Control (DLC) not only has regulatory and sales responsibilities, but also provides training to businesses to develop responsible sales practices and educates the public on moderation and responsible drinking habits.

*see **COMMUNITY OUTREACH** on page 6*

## County Celebrates Hispanic Heritage Month

In celebration of Hispanic Heritage Month, held annually from September 15 to October 15, Montgomery County will host a variety of programs at local library branches to celebrate the contributions made by Hispanics throughout our nation's history.

Following is a schedule of celebrations planned at libraries over the coming months:

- **Thursday, September 2, Quince Orchard Library - "Earth and Heaven People" an Art exhibit** by Argentinean artist Felisa Federman. Exhibit highlights the diversity of Hispanic culture. Open to the public during the month of September during library hours.

*see **HISPANIC HERITAGE** on page 4*



## Fire and Rescue Needs You!

Whether it is the heroic image of a firefighter rescuing children out of a burning house, or deploying the latest technology to enhance our country's homeland security, or the knowledge that this profession is held in high respect, firefighting is an exciting and rewarding job with great potential for growth and advancement.

With the motto "Today's Professionals Prepared for Tomorrow's Challenge," Montgomery County's Fire and Rescue Service is looking for brave, smart and fit individuals to join its fire and rescue team. With job responsibilities in the areas of fire suppression, prevention, emergency medical service, training, public education, hazardous materials and more, today's firefighters are at the forefront of ensuring safety and providing valuable education on emergency situations to our community.

With an annual salary range of \$34,875 to \$56,429 on top of great benefits that include generous annual and sick leave, on-the-job training, paid holidays, medical and life insurance, tuition assistance and much more, the job of a firefighter is rewarding, challenging and fulfilling.

If you think you can meet the challenges of tomorrow by being a part of this special profession, please call (240) 777-2238, or send an email to [FIRE.FIRERECR@montgomerycountymd.gov](mailto:FIRE.FIRERECR@montgomerycountymd.gov). Applications can also be completed online by visiting [www.montgomerycountymd.gov](http://www.montgomerycountymd.gov), and looking under Departments, and then Fire/Rescue Services.

# Message from the County Executive



**DOUGLAS M. DUNCAN**

Dear Friends:

I hope you have had an enjoyable and safe summer. As the new school year begins, I urge all Montgomery County residents to use extra caution on the roads, whether as a driver or as a pedestrian. I urge parents to talk with their school-age children about pedestrian safety and the need to be extra vigilant in crossing only at designated crosswalks and to observe all traffic signals. I also urge drivers to observe speed limits, not to run red lights and to stop for school buses with flashing lights. By obeying these simple traffic laws, drivers not only are avoiding a heavy fine, they also are avoiding danger to school children's safety.

With the end of the summer also comes a flurry of activities. First, I invite organizations that support our senior population to participate in a networking breakfast sponsored by Grassroots Organization for the Wellbeing of Seniors, or GROWS. This wonderful event, scheduled for September 9 at 8:00 a.m. at Riderwood Village in Silver Spring, provides an opportunity for participants to learn about services available to seniors in our community. For more information, please call GROWS at (301) 765-3325.

On September 17, Montgomery County is partnering with PEPCO and other organizations to sponsor an Energy Expo where residents can receive tips on weatherization, energy assistance and other ways to help with energy cost expenses. PEPCO also has published several brochures providing useful information to customers. Please visit [www.pepco.com](http://www.pepco.com) for more information on these brochures.

A housing fair is scheduled for October 2 where residents can get free information about housing programs, financing opportunities and how to maintain a good credit history. Please see page 5 for more information.

Finally, as fall approaches, so does hurricane season. Montgomery County has created a list of preparedness measures for residents so they can better deal with weather emergencies, including power outages. An article on page 3 lists some precautionary steps to take before a possible power outage and what to do after an outage occurs. To report an outage at any time, please call PEPCO at 1-877-PEPCO-62.

For more information about any of these programs and events, please contact the Office of Community Outreach at (240) 777-2500.

Douglas M. Duncan  
County Executive

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Submissions, comments and event announcements can be emailed to:

**InTouch@montgomerycountymd.gov**. Those received by the first of March, June, September or December will be considered for the next issue of *In Touch*. Articles may be reproduced or translated into other languages with attribution.

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## Hurricane Preparedness

Before memories of the devastation of 2003's Hurricane Isabel can fade, Montgomery County residents already have to contend the 2004 hurricane season. The county offers these tips to help prepare residents for hurricanes or any other emergency situation. Traditionally, hurricane season does not end until November. In addition, PEPCO has published several brochures to assist residents during emergencies.

To obtain a copy, please visit [www.pepco.com](http://www.pepco.com) or call PEPCO at (800) 424-8028. Servicio en Español (202) 872-4641.

### Hurricane Preparedness Tips

- Flashlights and battery-powered radios with extra batteries.
- Basic first aid kit, emergency food and water, and a hand operated can opener.
- Listen to the radio or television for hurricane progress reports.
- Bring in outdoor objects such as lawn furniture, toys and garden tools; or anchor objects that cannot be brought inside but that could be wind-tossed.
- Remove outdoor antennas, if possible. Clean gutters.
- Turn the refrigerator and freezer to the coldest setting in anticipation of a power outage.
- Open the door only when necessary and close quickly.
- Refrain from putting out trash cans the night before a regular pick up.

### During Power Outages

- Keep a sufficient supply of flashlights and fresh batteries on hand to provide lighting during power outages.
- Avoid using candles for lighting. Use a battery-powered flashlight.
- Never use a candle when fueling equipment such as a kerosene heater or lantern, since the candle flame can ignite fumes from the fuel.

### High Winds

- For downed trees due to high winds, report those on County property to the County's Department of Public Works and Transportation at (240) 777-ROAD. To report trees that have fallen on utility lines, contact the local utility companies. "Hot" wires or sparking wires, especially those across roadways, may be reported by calling 911.
- Trees that have fallen on private property are the responsibility of the property owner. The County's Division of Consumer Affairs advises homeowners to deal with established businesses only, and to call Consumer Affairs first to check on a business complaint record. Consumer Affairs can be reached at (240) 777-3636.
- The County's Crisis Center is staffed 24-hours-a-day. The center can be reached at (240) 777-4000.

**see HURRICANE PREPAREDNESS on page 5**

## Senior Health Insurance Assistance Program

Seniors in Montgomery County are now eligible for low cost medical insurance and other assistance through the Senior Health Insurance Assistance Program (SHIP). Applicants must be a Maryland resident for six months and meet income eligibility guidelines. Seniors can also obtain free information and counseling through SHIP on topics such as Medicare, so called Medigap, managed care, long term care insurance and prescription drugs.

SHIP offers individual counseling appointments for eligible seniors. These counseling sessions can take place at several county library branch locations, including Bethesda, Gaithersburg, Olney and Wheaton regional libraries. In addition, seniors can schedule appointments with a counselor at a number of Montgomery County's community centers or even in the meeting rooms of selected private apartment complexes.

For more information about eligibility or to schedule an appointment, please visit the website [www.medicarehelp.org](http://www.medicarehelp.org) or call (301) 590-2819.

## Event Planned for Seniors

Two unprecedented demographic trends are underway in our country that will shape our society for decades to come. First is the dramatic increase of our senior population and the second is the growing diversity of our communities.

Recognizing these two trends, the Office of Community Outreach is partnering with Grassroots Organization for the Wellbeing of Seniors (GROWS) to provide more information on resources and services available to seniors. GROWS is a nonprofit organization founded in Montgomery County in 1992 that advocates for the needs of seniors and to connect service providers to community organizations.

On September 9, GROWS will sponsor a breakfast and networking extravaganza where participants will rotate from table to table to meet with service providers and other service organizations. Much like a progressive dinner, participants will sit at each table, give a short description of their organization and then move on to the next table to meet other colleagues to learn of their services and needs. The Office of Community Outreach is working with GROWS to invite organizations and leaders from diverse communities to be part of this networking event.

GROWS, in partnership with Montgomery County's Department of Health and Human Services and the *Senior Beacon* newspaper, is publishing the 5<sup>th</sup> Edition of the *Senior Resource Guide*, a booklet with comprehensive information on services available to seniors. In addition, GROWS is translating the guide into Spanish, and has available other materials in Chinese, Korean, Vietnamese as well as Spanish.

To obtain a copy of this guide and to participate in the September 9 breakfast and network extravaganza, please visit [www.growsmc.org](http://www.growsmc.org) or call GROWS at (301) 765-3325.

## Hispanic Heritage Month

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- **Saturday, September 18, 11 a.m., Olney Library – The Mariachi Azteca Band** will perform and there will be a presentation on Mexico and Mexican costumes, food, and crafts. All ages.
- **Saturday, September 25, 11 a.m., Wheaton Library – The Canelazo Group** will introduce the audience to Latin American culture through the fusion of rhythms from African, Spanish and indigenous roots.
- **Saturday, October 2, Aspen Hill Library – “Earth and Heaven People” an Art Exhibit** by Argentinean artist Felisa Federman. Open to the public the full month of October during library open hours.
- **Saturday, October 2, 1 p.m., White Oak Library – Café y Caribe** will perform a concert of Hispanic music using guitar, cuatro, charango, conga, drums and other popular instruments of the region. All ages.
- **Thursday, October 7, 6 p.m., Twinbrook Library - The Grandfather – El Abuelo:** 1998 nomination for an academy award as Best Foreign Language film is a deeply compelling tale of love honor and secrecy. Based on a great piece of Spanish Literature. Adult film. Not suitable for younger audience members.
- **Saturday, October 9, 11:30 a.m., Bethesda Library - Tayrona Colombian Folkloric Group** will perform a full concert of original indigenous and contemporary dances. The performance is accompanied by dialogue about Colombia's rich history. All ages.
- **Thursday, October 14, 6 p.m., Twinbrook Library – Los Repatriados: Exiles from the Promise Land.** A documentary video about the repatriation of Mexican and Mexican-Americans from Detroit from 1929-1939. Focuses on interviews with elders and descendants of the families that were affected by the repatriation. Adult film. Not suitable for younger audience members.

All of these events are co-sponsored by the Montgomery County Office of the County Executive, the Multicultural Library Advisory Committee and the Friends of the Library, Montgomery County, Maryland, Inc. For more information, call Yuli Estler at 240-777-0024.

## Silver Spring's Small and Minority Owned Businesses

Recognizing that a big portion of future job creation will be by small businesses and that minority and women owned businesses will play an increasingly larger part in the economic growth of our communities, County Executive Douglas M. Duncan is focusing support for small and minority owned businesses in one of the county's hottest new areas of economic revitalization – Silver Spring.

In May, County Executive Douglas M. Duncan and Delegate Herman L. Taylor, II (Dist. 14) hosted a networking reception for 200 business leaders in Silver Spring to show their support for the recent revitalization successes in the area. The reception was held as part of the unveiling of the new slogan “Silver Sprung,” reflecting the business district's phenomenal transformation.

The county's Small and Minority Business Retention Task Force also continues to proactively reach out to small and minority owned businesses in this community. The effects of redevelopment in Silver Spring have exceeded all expectations. The county is committed to providing full and equal opportunities to those businesses that stayed in the area during tough times so they can now enjoy the successes of the good times.

The Task Force recently visited more than two dozen businesses in Silver Spring to provide education on the retention initiatives offered by the county and its partners. In addition to the county's Department of Economic Development, other organizations participating in the outreach were the Greater Silver Spring Chamber of Commerce, the Silver Spring Regional Services Center, the county's Department of Housing and Community Affairs, the U.S. Small Business Administration and the Maryland Small Business Development Center Network.

The County Executive has also recently appointed a small and minority business liaison to work full-time in Silver Spring to assist those who need help adjusting to the strengthened business climate in Downtown Silver Spring. For more information on how to receive assistance, please call Alvaro (Al) DeMoya at (301) 787-3979 or DeVance Walker at (301) 943-9769.



## County Sponsors Energy Assistance Expo

The public is invited to attend an Energy Assistance Expo on Friday, September 17 from 11 a.m. to 7 p.m. at the Gwendolyn Coffield Community Center located at 2450 Lyttonsville Road in Silver Spring.

Applications will be taken at the Expo for a variety of energy assistance programs, including the Electric Universal Service Program, the Energy Assistance Program and the Weatherization Assistance Program. In addition, applications will be taken for the County's Rental Assistance Program and Child Care Subsidy Programs.

Those attending should bring photo identification, social security cards for all household members, lease or mortgage statement, proof of income for the last 30 days and recent energy bills. Information will be available on how to apply for a free credit report, and learn how to read and correct errors.

The Expo is sponsored by the Department of Health and Human Services' Office of Home Energy Programs, the Department of Environmental Protection, Baltimore Gas and Electric, PEPCO and Washington Gas.

The Gwendolyn Coffield Center is located near the Silver Spring Metro Station. Take Metro's Red Line to Silver Spring, then take Ride On Bus Route 2 to the Coffield Center. There will be free parking at the Expo. For more information, call 240-777-4450.

## Hurricane Preparedness

from page 3

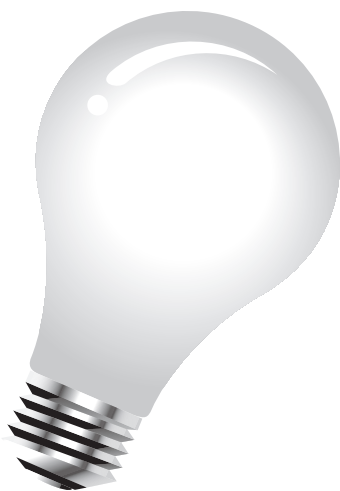
### Flooding

- Store valuables and personal papers in a waterproof container.
- Avoid areas subject to flooding, including low spots, canals and streams.
- Do not attempt to drive over a flooded road — you can be stranded or trapped. The depth of the water and the condition of the road is not always obvious.

### Night Time Safety

- Be especially cautious at night when it is harder to recognize flood dangers, downed wires and other hazards.

To find out more about emergency preparedness, contact the County's Office of Emergency Management at (240) 777-2300. Emergency preparedness information and a checklist are also available on the county web site at [www.montgomerycountymd.gov](http://www.montgomerycountymd.gov).



## Montgomery County Plans Fourth Annual Housing Fair

The Montgomery County Department of Housing and Community Affairs is looking for individuals or businesses interested in becoming sponsors or exhibitors for its fourth annual housing fair. The program will be held on Saturday, October 2, from 10 a.m. to 4 p.m., at the Activity Center at Bohrer Park, Summit Hall Farm, 506 S. Frederick Ave., Gaithersburg.

The fair is organized by the Montgomery County Department of Housing and Community Affairs in partnership with the Housing Fair Planning Committee, whose members include: the cities of Gaithersburg and Takoma Park; U.S. Department of Housing and Urban Development; Housing & Community Initiatives, Inc.; Fannie Mae; Montgomery County Housing Opportunities Commission and Department of Health and Human Services; the office of County Council Member Thomas Perez; Consumer Credit Counseling of Greater Washington; the Mid-County, Upcounty and Silver Spring Regional Services Centers; Metropolitan-Washington Council of Governments; AARP Maryland; and Washington Gas.

The fair brings together local housing providers, businesses, government agencies and community organizations in one location to educate residents about housing programs and services. Up-to-date, accurate information on local housing resources will be available.

Among the issues that will be addressed at the fair are credit and financial counseling, home buying and refinancing, access to housing programs and services, and how to avoid becoming the victim of scams targeted at seniors. Workshops in English and Spanish are being planned, as well as a general vendor area for exhibitors. Attendees can receive one-on-one assistance from vendors, and translation services will be available for non-English speaking attendees. Food, entertainment and raffles will also be included.

Businesses, government agencies and community organizations interested in becoming sponsors or exhibitors should contact Myriam Torrico at (240) 777-3627.



## Community Outreach at Department of Liquor Control

from page 1

Responding to Montgomery County's growing diversity and the need for ongoing training for businesses and for greater public awareness, DLC established a community outreach office two years ago to help businesses comply with county alcohol codes. The office, managed by Kathie Durbin, also provides educational programs and materials on moderate drinking and for safe hospitality practices for families, organizations and corporations to observe when hosting a party or other event where alcohol is served.

Kathie, who also represents DLC on the County Executive's Community Outreach Forum, has worked for 18 years with the county to provide education on responsible drinking. She began as contractor for groups such as the Century Council, Maryland Hospitality Education Foundation and the Restaurant Association of Maryland. She then joined the Substance Abuse Prevention staff of the Department of Health and Human Services and now is with DLC. Kathie brings to the job her social work training along with experience as executive director of the Montgomery County Restaurant Association, deftly fitting the business world together with social services. This cross-discipline approach is needed at DLC, where the duties of law enforcement, education, business, social services and parenting come together to create a safe, responsible, legal and enjoyable environment for the community.

Kathie sees DLC's community outreach office really as a resource tool for business owners to learn code compliance along with best business practices that enhances the success of their establishments. Business procedures are streamlined and customer transactions move more efficiently when establishments use proper techniques to check identifications and post sufficient signage to alert customers that a particular establishment is using the latest ID scanning devices. Not complying with county codes certainly has serious financial consequences for business owners.

The major challenge to Kathie's job is a lack of full understanding of the law. Customs on under-aged drinking or being intoxicated in public may differ in various regions of the U.S. as well as in other countries. Enforcement practices may also differ. The role of DLC's community outreach is to help reinforce the fact that Montgomery County's laws prohibiting public intoxication, driving under the influence and under-aged drinking are strictly enforced, in addition to helping educate owners of bars, restaurants and retail stores on how to detect an intoxicated customer.

Another area taking up Kathie's attention is updating the focus of training to reflect business realities in Montgomery County. Training is currently provided through contractors approved by the state of Maryland. Restaurant and store owners usually receive sufficient training and comply with regulations. However, daily operations in most establishments fall on frontline staff, cashiers or servers, many hired on a part-time or temporary basis and therefore do not receive sufficient training on the sale or service of alcoholic beverages.

Alcohol is a specialized, regulated product and its sale requires specialized knowledge. For some establishments, Kathie sees the need for almost one-on-one consulting and training so owners, managers and staff members are all well versed on the county's laws on alcohol sales and consumption.

Montgomery County, as its only county member, is providing training and administrative leadership to the National Alcohol Beverage Control Association. DLC Director George Griffin is NABCA's president-elect. Kathie Durbin will be presenting a session at the association's October conference in Des Moines, Iowa to help parents prevent under-aged drinking.

Although DLC provides about \$20 million to the county's general funds, studies have shown that because the driving force is not purely profits in alcohol control jurisdictions, under-aged drinking is significantly lower than in non-control states.

Part of DLC's work includes prevention programs such as the Century Council's *Cops in Shops*, a cooperative effort that partners businesses with law enforcement. Officers, posing as either store employees or as customers, are stationed inside the retailer's premises to apprehend underage persons attempting to buy alcoholic beverages. The agents also have a secondary educational role to share their expertise with retailers on such subjects as fake ID cards, the signs of intoxication and the behavioral characteristics of minors. The program, funded by the highway safety office, currently focuses on Gaithersburg. Kathie coordinates an alliance of Montgomery County Police, Gaithersburg City Police, Board of License Commissioner Inspectors and Highway Safety to implement this program.

In addition to performing her duties as manager of DLC's community outreach office, Kathie Durbin works with the *Extra Eyes* program to go on stakeouts with police and inspectors to keep our streets and communities safe and to ensure that the county's laws are observed. For all the work she does, we are happy to have Kathie as part of Montgomery County's diverse workforce and community.

## County Receives 17 NACo Achievement Awards

Montgomery County again garnered a sizeable number of awards from the National Association of Counties (NACo) during its annual convention held in Phoenix, Arizona. This year, Montgomery County received 17 awards for outstanding programs.

*"These awards reflect the enthusiasm and commitment of our employees, and I'm pleased that NACo has recognized their efforts," said County Executive Douglas M. Duncan.*

The following departments and programs received awards:

- **Corrections** – Facility Based Quality Health Care Services & Enhanced Public Safety;
- **Finance** – Finance "G2B" Tax Lien Sale Process;
- **Health and Human Services** – Substance Abuse Services for Women; Community Crisis Mental Health Partnership;
- **Human Resources** – Community Computer and Internet Training to Utilize County Web-Based Services;
- **Public Information** – Spanish Language Pedestrian Safety Outreach Campaign;
- **Public Works and Transportation** – Integration of Facility Access and Parking Control with Photo Identification Card Access; Using a Design Competition to Enhance Community Participation; Regional Transit Operators Emergency Preparedness Group; Puradyn Oil Filtration System;
- **Recreation** – Dental Health Services Program;
- **Technology Services** – An Enterprise Geodatabase; Route Mapper/Places of Interest Guide; Real-Time Computer Security Monitoring Architecture; Bi-directional Amplifier System for the Potomac River; Enterprise Implementation of Intel x86 Based Virtual Machines;
- **Commission for Women** – A Brave New World: Opportunities and Challenges for Immigrant Women.

***Congratulations to all the award recipients!***

## Bilingual Census Recruits Needed

The U.S. Bureau of the Census is hiring field representatives in Montgomery County to conduct survey interviews in person and by telephone so the most accurate census information can be collected, especially in isolated and hard-to-reach communities. These jobs are part-time and long-term, paying between \$10.53 and \$13.30 per hour. Survey interviewing is a rewarding job for those who enjoy meeting and talking with people. The job provides flexible hours and lots of independence.

Representatives must be able to visit their assigned addresses when people are most likely at home, meaning evening and weekend hours are required. Applicants must be U.S. citizens, 18 years of age, able to pass a 30 minute test, have a telephone, have a valid driver's license and use of an insured car. Equipment and mileage reimbursement are provided by the Bureau. Bilingual applicants are urged to apply, but all applicants must be able to communicate in English.

For more information or to apply, call (800) 262-4236 and press 1, or visit [www.census.gov](http://www.census.gov).

## LEP Stakeholders' Committee

As part of the implementation of the county's plan to address the needs of the limited English proficient (LEP) community, the public is invited to be part of a stakeholders' committee to provide guidance on outreach and to help identify language needs of communities.

Census data indicate that at least one in eight residents of Montgomery County identify themselves as speaking English at a level that is "less than well." To ensure that language and cultural factors are not barriers preventing access to services for the LEP community, the county is continuing to implement its plan to translate documents into appropriate languages and to provide interpreter services to customers.

The primary role of the stakeholders' committee is to identify groups and individuals so they can be contacted to provide information on best practices to address their language needs. This review process is critical for the county to successfully implement its LEP plan.

Committee members who choose to do so will schedule meetings with selected groups and individuals to lead discussions to explore how the county can provide better outreach and language access. A short questionnaire will also be used to solicit specific suggestions on best practices. Committee members who choose to be part of the process to lead these focus group discussions will first participate in a short training session.

It is anticipated that the work of the LEP stakeholders' committee will continue indefinitely as part of the larger outreach efforts of the Office of Community Outreach. We welcome your ideas for the stakeholders' committee. For more information or to participate, please call Shu-Ping Chan at (240) 777-2524.

# CommunityEventsOctober

## Montgomery County's 10th Annual Diversity Celebration

County Executive Douglas M. Duncan invites all County employees as well as the public to participate in the 10th Annual Diversity Day Celebration. Come join us for a week of Diversity Celebration, October 18 to 26, 2004, then for the grand finale with the Diversity Day Celebration, scheduled for October 27, 2004. With eight days of events, this promises to be the most extensive and informative celebration of Diversity in Montgomery County. More information will be sent via email, or you can call the Office of Human Resources at (240) 777-5110. All events on October 27, 2004, start at 9:30 a.m. beginning in the Lobby Auditorium then conclude in the Terrace Level Cafeteria of the Executive Office Building, 101 Monroe Street, Rockville, Maryland.

### DIVERSITY WEEK EVENTS:

**October 18:** Limited English Proficiency training session by the Office of Human Resources and the Office of Community Outreach/Offices of the County Executive.

**October 19:** GLOBE & the Office of Human Resources, EEO and Diversity Management Team and the Benefits Team will host a session on county health and other benefits for same gender domestic partners and issues facing the gay and lesbian communities.

**October 20:** Disability Mentoring Day, co-sponsored by Diversity County, Office of the County Executive and the Office of Human Resources-EEO and

Diversity Management Team. Disable students will be partnered with County employees who will service as mentors for a day. Also a panel discussion on a multicultural issues moderated by Ginny Gong, Director of Community Use of Public Facilities, co-sponsored with the Office of Human Resources, EEO and Diversity Management Team.

**October 21:** Panel discussion/speaker sponsored by the African American Employees Association.

**October 22:** Procurement Seminar for Minority/Female & Disadvantaged Business Enterprises relating to contract procurement. Programs sponsored by the Commission for Women.

**October 25:** Panel discussion on the changing demographics of Montgomery County Hispanic/Latino Employees Association.

**October 26** at 11:30 a.m.: Film on Chinese immigrants in America, followed by panel discussion from the Asian Pacific American Employees Association. Discussion follows.

**October 27** at 9:30am – 11am: Diversity Day Celebration opening ceremony featuring County Executive Douglas M. Duncan as the keynote speaker. 11am – 12:30pm the Office of Human Right will lead a discussion on genetics & the concept of race. 12noon – 2:30pm Cultural Entertainment & Exhibits.

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